



DEPARTMENT OF THE NAVY

COMMANDER
UNITED STATES SIXTH FLEET
PSC 809 BOX 70
FPO AE 09626-0070

5830
Ser N00/245
25 May 12

From: Commander, U.S. SIXTH Fleet
To: File

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 09 APRIL 2012 REGARDING ALLEGED MISCONDUCT
BY COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

Ref: (a) JAGMAN
(b) U.S. Navy Regulations

1. On 12 April 2012, in accordance with reference (a), I convened a Preliminary Inquiry into allegations of misconduct by the Commanding Officer of USS THE SULLIVANS (DDG 68). The allegations were submitted by an anonymous complainant to the U.S. Fleet Forces Inspector General and COMNAVSURFLANT Inspector General on 09 April 2012.

2. I have thoroughly reviewed the Preliminary Inquiry Officer's Report of Investigation and Commander, Destroyer Squadron SIX ZERO endorsement. Except as noted below, I concur with the Investigating Officer's findings of fact, opinions, and recommendations, as recommended modified by DESRON 60. This Report of Investigation satisfies the requirements of JAGMAN, Chapter 2, and the direction of the convening order.

3. Command responsibility is the foundation U.S. Navy effectiveness. Section 0802 of reference (b) states the responsibility of the Commanding Officer is absolute. Accordingly, Commanding Officers will exercise sound and principled judgment, impart measured and appropriate discipline, ensure accountability at all levels, and uphold Navy core values. The privilege of Command must be earned every day.

4. The USS THE SULLIVANS Commanding Officer's performance of duties did not meet these standards of command. His inappropriate actions and language created a hostile command climate for his wardroom. Additionally, his failure to submit required reports and overly familiar relationships with enlisted members of his command demonstrated a lack of sound judgment.

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 09 APRIL 2012 REGARDING ALLEGED MISCONDUCT
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5. Commander, DESRON 60 Recommendation 1 is modified to read:
Commander, U.S. SIXTH Fleet will take appropriate follow-on
administrative or disciplinary action.



FRANK C. PANDOLFE

Copy to:
U.S. Fleet Forces Command
COMNAVSURFLANT
DESRON 60
DESRON 14
CNE-CNA-C6F FJA
CNE-CNA-C6F IG



DEPARTMENT OF THE NAVY

COMMANDER
DESTROYER SQUADRON SIX ZERO
PSC 817 BOX 350
FPO AE 09622-0350

5800

Ser CTF65/001

30 Apr 12

FIRST ENDORSEMENT on CAPT (b) (3) (B), (b) (6), (b) (7) ltr of 30 Apr 12

From: Commander, Task Force 65
To: Commander, U.S. SIXTH FLEET

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COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

1. Forwarded. I have thoroughly reviewed the Investigating Officer's findings of fact, opinions, and recommendations, and recommend approval except as noted below. This detailed Report of Investigation satisfies the requirements of Chapter 2 of the JAGMAN and the specific direction of the appointing letter. The investigation documents multiple instances of unprofessional behavior and misconduct involving the Commanding Officer of USS THE SULLIVANS while onboard, on liberty ashore, and while assigned in THE SULLIVANS as Executive Officer.

It is clear that the Commanding Officer's unprofessional and abusive language and behavior created a hostile shipboard environment punctuated by specific instances of sexual harassment, directed principally but not exclusively toward female officers in his Wardroom. The CO was made aware that his behavior was inappropriate by members of the crew, by previous Commanding Officers, and by the other members of the command triad.

I share the Investigating Officer's concern regarding the Commanding Officer's repeated refusal to provide straightforward and credible answers when questioned on the particulars of the complaints brought against him.

2. I concur with the Preliminary Statement and Findings of Fact of the Investigating Officer, except as noted below:

a. Preliminary Statement paragraph 10: It is unclear from the evidence whether (b) (6), (b) (3) (B), (b) (7) (C) appears to have provided clarification to the interview transcript or whether he

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COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

attempted to misinform the investigation. Accordingly, I
recommend disapproving this paragraph from the report and
properly redacting the unsworn statement.

3. I concur with the Opinions of the Investigating Officer.

4. I concur with the Recommendations of the Investigating
Officer, as modified and / or amplified below:

(b) (5)

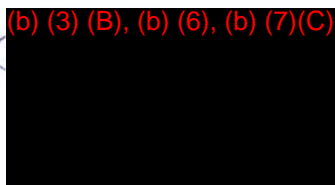


b. Recommendation 2: XO's letter of instruction be issued
by Commander, Destroyer Squadron ONE FOUR, pending his
concurrence, to ensure continued relevance following outchop of
USS THE SULLIVANS and subsequent return to homeport.

c. Recommendation 3: Non-concur. Insufficient evidence is
presented within the report to warrant this action.

d. Recommendation 4: Concur, based on the investigation,
that the CMC should continue in this role in THE SULLIVANS.
Subsequent assignments are beyond the scope of this report.

(b) (3) (B), (b) (6), (b) (7)(C)



4 May 12

From: CAPT (b) (3) (B), (b) (6), (b) (7)(C), USN
To: Commander, U.S. SIXTH Fleet
Via: Commander, Task Force SIX FIVE

Subj: ADDENDUM TO PRELIMINARY INQUIRY INTO INSPECTOR
GENERAL HOTLINE COMPLAINT OF 9 APRIL 2012 REGARDING
ALLEGED MISCONDUCT BY COMMANDING OFFICER, USS THE
SULLIVANS (DDG 68)

Ref: (a) JAGMAN
(b) SECAVINST 5300.26D
(c) Preliminary Inquiry Report dtd 30 Apr 2012

Encl: (82) Summary Statement ICO HM3 (b) (6), (b) (3) (B), (b) (7)(C) dtd 3
May 2012

PRELIMINARY STATEMENT

1. Following completion of reference (c), (b) (6), (b) (3) (B), (b) (7)(C) was interviewed via telephone. She was unavailable for interview until this date due to (b) (6), (b) (7)(C)

FINDINGS OF FACT

1. (b) (6), (b) (3) (B), (b) (7)(C) has been assigned to USS THE SULLIVANS (b) (6), (b) (7)(C) [Encl 82]
2. (b) (6), (b) (3) (B), (b) (7)(C) had approximately 20 private conversations with CDR Armstrong alone in his stateroom as the XO and then the CO. The conversations lasted up to approximately 30 minutes. These visits were in addition to the visits associated with her official duties. The door to CDR Armstrong's stateroom was always open. [Encl 82]
3. Their conversations varied to include discussions about her husband, how the crew reacted to ship policies, and NJP. They also included discussions about rumors circulating on the mess decks. [Encl 82]
4. (b) (6), (b) (3) (B), (b) (7)(C) states that prior to deployment, while CDR Armstrong was XO, they discussed her planned travel to (b) (6), (b) (7)(C) (b) (6), (b) (3) (B), (b) (7)(C) reports that CDR Armstrong asked her "if she was going to do anything bad" and "if you do anything bad, you need to tell me." (b) (6), (b) (3) (B), (b) (7)(C) interpreted the conversation to be related to her sex life. [Encl 82]

Subj: ADDENDUM TO PRELIMINARY INQUIRY INTO INSPECTOR
GENERAL HOTLINE COMPLAINT OF 9 APRIL 2012 REGARDING
ALLEGED MISCONDUCT BY COMMANDING OFFICER, USS THE
SULLIVANS (DDG 68)

5. Upon her return, (b) (6), (b) (3) (B), (b) (7)(C) states that CDR Armstrong asked her "if she had done anything bad" and "if you did, you need to tell me." (b) (6), (b) (3) (B), (b) (7)(C) reports CDR Armstrong asked these types of questions approximately five times. [Encl 82]

6. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong's questions made her uncomfortable and she told (b) (6), (b) (3) (B), (b) (7)(C) she was uncomfortable, but did not report the specifics of CDR Armstrong's questions. [Encl 82]

7. On another occasion, (b) (6), (b) (3) (B), (b) (7)(C) reports that about a month ago CDR Armstrong made a joke about her breasts. This occurred outside the medical spaces onboard the ship. She states she does not remember the specifics of the joke. (b) (6), (b) (3) (B), (b) (7)(C) states the joke did not make her uncomfortable because CDR Armstrong laughed after he made the comment. [Encl 82]

8. (b) (6), (b) (3) (B), (b) (7)(C) states she had no contact with CDR Armstrong off ship. [Encl 82]

OPINIONS

1. CDR Armstrong's lengthy conversations with (b) (6), (b) (3) (B), (b) (7)(C) are unduly familiar and do not respect the differences in rank and position. [FOF 2, 3, 4, 5, 7]

2. While it did not make (b) (6), (b) (3) (B), (b) (7)(C) uncomfortable, CDR Armstrong's joke, as reported, was clearly inappropriate. [FOF 7]

3. Everything in this addendum is consistent with my previous findings of fact, opinions, and recommendations. [FOF 1-7]

RECOMMENDATIONS

1. This addendum to reference (c) reinforces my previous recommendations.

(b) (3) (B), (b) (6), (b) (7)(C)

Captain, U.S. Navy

30 Apr 12

From: CAPT (b) (3) (B), (b) (6), (b) (7)(C) USN
To: Commander, U.S. SIXTH Fleet
Via: Commander, Task Force SIX FIVE

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

Ref: (a) JAGMAN
(b) SECAVINST 5300.26D

Encl: (1) Commander, U.S. SIXTH Fleet ltr 5830 Ser CNE-CNA-
C6F/189 dtd 12 Apr 12
(2) IG Hotline Complaint of 9 Apr 12
(3) Suspect's Rights Acknowledgement and Statement
ICO CDR Derick Armstrong, USN of 19 Apr 12
(4) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 19 Apr 12
(5) Voluntary Statement ICO (b) (3) (B), (b) (6), (b) (7)(C), USN
dtd 18 Apr 12
(6) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 16 Apr 12
(7) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
(8) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 16 Apr 12
(9) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 19 Apr 12
(10) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 16 Apr 12
(11) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
(12) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 16 Apr 12
(13) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
(14) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 16 Apr 12
(15) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 16 Apr 12
(16) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 16 Apr 12
(17) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 16 Apr 12

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

- (18) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
- (19) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C)
dtd 16 Apr 12
- (20) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 16 Apr 12
- (21) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 17 Apr 12
- (22) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 17 Apr 12
- (23) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 17 Apr 12
- (24) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 17 Apr 12
- (25) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 17 Apr 12
- (26) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 17 Apr 12
- (27) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 19 Apr 12
- (28) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 17 Apr 12
- (29) Summary Statement ICO (b) (3) (B), (b) (6), (b) (7)(C), USN dtd 17 Apr 12
- (30) Summary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 17 Apr 12
- (31) Summary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 17 Apr 12
- (32) Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN of 17 Apr 12
- (33) Summary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 17 Apr 12
- (34) Summary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 17 Apr 12
- (35) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
- (36) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
- (37) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
- (38) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
- (39) Summary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
- (40) Summary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

- (41) Summary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
- (42) Summary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
- (43) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
- (44) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
- (45) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 18 Apr 12
- (46) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 19 Apr 12
- (47) Copy of the CMEQ survey (Command Climate Assessment
Executive Summary for USS THE SULLIVANS (DDG 68)
dtd 25 Jan 12
- (48) Email from (b) (6), (b) (3) (B), (b) (7)(C), USN dtd 9 Feb 12
- (49) Email from (b) (6), (b) (3) (B), (b) (7)(C), USN dtd 29 Mar 12
- (50) USS THE SULLIVANS Page 13 Fraternization/Sexual
Harassment
- (51) USS THE SULLIVANS Forward Officer Country layout
- (52) Pictures of USS THE SULLIVANS Forward Officer Country
(near female head and wardroom pantry)
- (53) Pictures of USS THE SULLIVANS Bridge
- (54) In-Port Watchbill dtd 4 Apr 12, Commanding Officer's
Duty Driver effective 13 Apr 12-14 Apr 12
- (55) USS THE SULLIVANS SITREPs from 3 Oct 11 - 18 Apr 12
- (56) USS THE SULLIVANS SITREP R 060930Z Jan 12
- (57) USS THE SULLIVANS Females Onboard Spreadsheet
- (58) THESULLIVANSNOTE 1300 dtd 4 Jan 12, administrative
and Collateral Duty Assignments
- (59) USS THE SULLIVANS Vision & Philosophy Statement
- (60) USS THE SULLIVANS Discipline Log FY09 and FY10
- (61) NJP Package ICO (b) (6), (b) (3) (B), (b) (7)(C), USN 26 Jan 12
- (62) NJP Package ICO (b) (6), (b) (3) (B), (b) (7)(C), USN 26 Jan 12
- (63) NJP Package ICO (b) (6), (b) (3) (B), (b) (7)(C), USN 11 Feb 12
- (64) NJP Package ICO (b) (6), (b) (3) (B), (b) (7)(C), USN 11 Feb 12
- (65) NJP Package ICO (b) (6), (b) (3) (B), (b) (7)(C), USN 7 Mar 12
- (66) Email from (b) (6), (b) (3) (B), (b) (7)(C), USN dtd 19 Nov 11
- (67) Email from (b) (6), (b) (3) (B), (b) (7)(C), USN dtd 19 Nov 11
- (68) Commanding Officer's Suggestion Box Entry
- (69) Command Investigation ICO Weapons and Ammunition
 Mishandling by (b) (6), (b) (3) (B), (b) (7)(C), USN and (b) (6), (b) (3) (B), (b) (7)(C)
(b) (6), (b) (3) (B), (b) (7)(C) USN dtd 14 Apr 12
- (70) THESULLIVANSINST 5354.1D dtd 3 Jan 12, Equal
Opportunity Policy

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

- (71) Command Qualification Designation for CDR Derick Armstrong
- (72) Email from CDR Derick Armstrong dtd 8 Apr 12
- (73) Investigating Officer Statement ICO (b) (6), (b) (3) (B), (b) (7)(C)
(b) (6), (b) (3) (B), (b) (7)(C), USN dtd 24 Apr 12
- (74) Voluntary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 24 Apr 12
- (75) Email from (b) (6), (b) (3) (B), (b) (7)(C) dtd 24 Apr 12
- (76) Summary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 27 Apr 12
- (77) Summary of reinterview ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 27 Apr 12
- (78) Summary of reinterview ICO (b) (6), (b) (3) (B), (b) (7)(C), USN
dtd 27 Apr 12
- (79) Summary of reinterview ICO CDR Derick Armstrong, USN
dtd 27 Apr 12
- (80) Summary Statement ICO (b) (6), (b) (3) (B), (b) (7)(C), USN dtd 29 Apr 12
- (81) Email from (b) (6), (b) (3) (B), (b) (7)(C), USN dtd 17 Apr 12

PRELIMINARY STATEMENT

1. Pursuant to enclosure (1), and in accordance with reference (a), this report is submitted upon completion of a preliminary inquiry to inquire into the circumstances surrounding the IG Complaint of 09 April 2012 against CDR Derick Armstrong, Commanding Officer USS THE SULLIVANS (DDG-68). There were no difficulties encountered during this inquiry with the personnel of the ship; however some personnel mentioned were no longer on the ship.

BACKGROUND

1. On Monday 9 April 2012 at 1635 EST an Article 138 Complaint was received by both (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) of COMNAVSURFLANT (CNSL) Inspector General's Office from a crewmember in USS THE SULLIVANS. The complaint was directed against the Commanding Officer Commander Derick Armstrong, USN. For the next two days, the USFF IG and CNSL IG corresponded directly via e-mail with the complainant asking for additional details to determine if the complaint warranted additional investigation. At the time the complaint was filed THE SULLIVANS was OPCON to CTF 65/CDS-60 operating in Commander U.S. SIXTH Fleet's AOR.

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

2. On Thursday 12 April 2012, the determination was made that the complaint warranted additional investigation and C6F lead the investigation. That afternoon, I was assigned as the Preliminary Investigating Officer by (b) (3) (B), (b) (6), (b) (7)(C)

(b) (3) (B), (b) (6), (b) (7)(C)

3. The investigative team included (b) (6), (b) (3) (B), (b) (7)(C), JAGC, USN, (b) (6), (b) (3) (B), (b) (7)(C), JAGC, USN, (b) (6), (b) (3) (B), (b) (7)(C) Inspector General who was present for some of the interviews as the complaint leading to this investigation originated with the Inspector General and (b) (6), (b) (7)(C) (Naval Criminal Investigative Service). (b) (6), (b) (7)(C) limited his participation to determining if a sexual assault occurred on board THE SULLIVANS. Once he was satisfied sexual assault was not substantiated from the initial IG complaint, he ended his participation in this investigation.

4. The complainant requested anonymity which we have striven to honor, however THE SULLIVANS has a crew of about 250 personnel and I explained to the complainant that it is unreasonable to believe, based on the content of the complaint and the personnel confided in, that the complainant could maintain anonymity. I found the complainant to be mature and fully understands the reality of the situation and gravity of the allegations. We continue to honor the request for anonymity.

5. USS THE SULLIVANS, a Ballistic Missile Defense (BMD)/ship, was on patrol in the Eastern Mediterranean Sea as part of the Presidential Directive in support of the European Phased Adaptive Approach (EPAA) or BMD Defense of Europe at the time of the complaint. Because of the mission and remote location of THE SULLIVANS, three days were required to plan, coordinate and conduct the transfer of my team onboard. This plan required the expert coordination of (b) (6), (b) (3) (B), (b) (7)(C) the (b) (6), (b) (3) (B), (b) (7)(C) (b) (6), (b) (3) (B), (b) (7)(C), the Israeli Navy and USS ARLEIGH BURKE (DDG 51). My team departed for Tel Aviv, Israel on Sunday morning 15 January and after two at sea transfers arrived in THE SULLIVANS on Monday morning 16 April 2012, less than one week after the formal complaint was initially received. In my view, the efforts made to expedite did not presuppose an outcome, but rather demonstrate resolve and commitment to our Navy to quickly, efficiently and fairly address these types of issues.

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

6. All evidence included herein is certified to be either the original or a true copy, which is an accurate representation of the original documents.

7. The complaint in its subject line was characterized as an Article 138 complaint. Due to the nature of the complaint and that it was sent directly to the SURFLANT Inspector General, I believe that it was intended not as an Article 138 Complaint but as an IG Hotline Complaint. After consulting with legal counsel and in accordance with Chapter 3 of reference (a), I opine (b) (5)

(b) (5)

8. Since August of 2009, THE SULLIVANS has seen two of its previous Commanding Officers relieved for loss of confidence stemming from operational mistakes. It became apparent during the investigation that the crew is well led and was shielded from the turmoil associated with multiple Commanding Officers being relieved. The stability of the crew during these two periods, I attribute to the strength, professionalism and character of the Chief Petty Officer's Mess.

9. The complaint raises issues with the use of military protective orders (MPOs) as one of several allegations on board THE SULLIVANS. This issue has been the subject of a previous IG Complaint and THE SULLIVANS in accordance with DESRON 14 and SURFLANT guidance has taken steps to modify the use of MPOs; therefore, the topic of MPOs is not addressed in this investigation.

10. (b) (6), (b) (3) (B), (b) (7)(C) made significant changes to his statement, Enclosure 28 after his initial interview. As a result, his statement has several lines crossed out. I directed the crossed out portions of (b) (6), (b) (3) (B), (b) (7)(C) statement remain in the statement to highlight the differences between what (b) (6), (b) (3) (B), (b) (7)(C) stated to the Investigative Team when interviewed and what he stated when he returned to sign his statement.

11. Finally I would be remiss if I did not call out the extraordinary expertise and critical analysis of my legal support from the CNE/CNA/C6F Force Judge Advocate's office.

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

PERSONNEL CONTACTED

1. The following personnel were contacted and interviewed during the course of this preliminary inquiry: See enclosures 3-46, 76, 80.

FINDINGS OF FACT

1. The Commanding Officer on board USS THE SULLIVANS (DDG 68) is CDR Derick Armstrong. He has been on board the ship since December 27, 2010. CDR Armstrong served as the XO for 11 months. He assumed command from (b) (3) (B), (b) (6), (b) (7)(C) on November 7, 2011. [Encl 3]

2. Prior to assuming command CDR Armstrong completed a Command Qualification Board. [Encl 71]

3. The CNO Charge of Command has not been administered by CDS-14 per CNO directive. [Encl 3]

4. The XO on board USS THE SULLIVANS (DDG 68) is (b) (6), (b) (3) (B), (b) (7)(C). (b) (6), (b) (3) (B), (b) (7)(C) He has been on board the ship since October 2011 and is scheduled to fleet up to command in April 2013. [Encl 4]

5. The CMC on board USS THE SULLIVANS is (b) (6), (b) (3) (B), (b) (7)(C). He has been on board the ship since January 2011. [Encl 5]

6. The female officers on board the ship include: (b) (6), (b) (3) (B), (b) (7)(C)
(b) (3) (B), (b) (6), (b) (7)(C)

7. Female officers who have alleged CDR Armstrong has created a hostile work environment and/or sexually harassed them are: (b) (6), (b) (3) (B), (b) (7)(C)

8. Other females assigned to the ship who allege inappropriate conduct by CDR Armstrong include (b) (3) (B), (b) (6), (b) (7)(C) and (b) (3) (B), (b) (6), (b) (7)(C). [Encl 23, 25]

9. The most recent Vision and Philosophy for USS THE SULLIVANS dates from (b) (3) (B), (b) (6), (b) (7)(C) tenure and states "We will develop a respectful, positive and fair environment that emphasizes

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

training, teamwork, and personal development, leverages our diversity, and rewards innovation and performance. We will actively eliminate discrimination, sexual harassment, assault, hazing, favoritism, fraternization, and substance or alcohol abuse. Misconduct of any kind, on or off duty, that brings discredit to our Navy will not be tolerated." [Encl 59]

10. When asked about motivation to fabricate, CDR Armstrong stated he believes all his officers to be truthful and he does not believe any of his officers are vindictive. [Encl 3]

ALLEGED SEXUAL HARASSMENT

11. USS THE SULLIVANS instruction 5354.1D dated 3 Jan 2012 sets forth the command's sexual harassment policy. [Encl 70]

12. All personnel on board THE SULLIVANS sign a p.13 pertaining to fraternization and sexual harassment. The p.13 states, "Sexual harassment or engaging in sexually intimate behavior aboard THE SULLIVANS is inappropriate and will be dealt with harshly. Sexual misconduct is not restricted to sexual intimacy or sexual intercourse." [Encl 50]

13. CDR Armstrong states he knows the Navy's zero tolerance policy against sexual harassment. [Encl 3]

14. CDR Armstrong was "surprised" there were allegations of sexual harassment against him based on his personal conduct. [Encl 3]

15. CDR Armstrong has addressed the crew regarding sexual harassment. [Encl 3]

16. (b) (6), (b) (3) (B), (b) (7)(C) state they feel uncomfortable around CDR Armstrong due to his personal conduct. [Encl 6, 8, 10, 23, 24, 25, 26, 33]

17. (b) (6), (b) (3) (B), (b) (7)(C) was aware some female personnel felt uncomfortable around CDR Armstrong due to his comments and behavior and his treatment of officers in general. [Encl 4]

18. At least 10 members of the crew have seen CDR Armstrong "check out" or look at females on board the ship in what they believe to be a sexual manner. They generally describe this

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

behavior as looking at them "like I am something to eat" or
"eyes going straight to my behind" and "looks them up and down."
[Encl 2, 6, 8, 10, 19, 23, 24, 25, 26, 33]

19. CDR Armstrong denies allegations that he "checks out"
females on board and states no one has brought this to his
attention. [Encl 3]

(b) (6), (b) (3) (B), (b) (7)(C)

ALLEGATIONS OF SEXUAL HARASSMENT

20. CDR Armstrong believes (b) (6), (b) (3) (B), (b) (7)(C) to be truthful and is CDR
Armstrong's (b) (6), (b) (7)(C) [Encl 3]

21. Prior to assuming command, CDR Armstrong allegedly asked
(b) (6), (b) (3) (B), (b) (7)(C) "Now that I am taking over soon, what are my
chances?" (b) (6), (b) (3) (B), (b) (7)(C) interpreted this as a sexual overture.
[Encl 10, 11]

22. (b) (6), (b) (3) (B), (b) (7)(C) alleges CDR Armstrong inquired about his chances
on approximately 5-10 occasions prior to assuming command and
said something very similar at least twice after assuming
command. [Encl 11]

23. (b) (6), (b) (3) (B), (b) (7)(C) reports telling CDR Armstrong his comments were
inappropriate. [Encl 11]

24. CDR Armstrong denies the allegation and denies (b) (6), (b) (3) (B), (b) (7)(C)
told him the comments were inappropriate. [Encl 3]

25. During a replenishment at sea, while on the bridge (b) (6), (b) (3) (B), (b) (7)(C)
(b) (6), (b) (3) (B), (b) (7)(C) leaned over to check the seating of the refueling probe.
(b) (6), (b) (3) (B), (b) (7)(C) claims CDR Armstrong made a comment to the effect
that she should keep leaning over like that because he liked it.
[Encl 10]

26. In denying this allegation CDR Armstrong states (b) (6), (b) (3) (B), (b) (7)(C)
is absolutely lying. [Encl 3]

27. (b) (6), (b) (3) (B), (b) (7)(C) states she did not confront CDR Armstrong
regarding his comment because there were other watchstanders
present on the bridge. [Encl 10]

28. CDR Armstrong denies this allegation noting there is only
room for one person to look at the probe in that location on the
bridge. CDR Armstrong stands in that area during underway

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

replenishment and states it is not physically possible for (b) (6), (b) (3) (B), (b) (7)(C) to have been there as well. (Note from IO: (b) (6), (b) (3) (B), (b) (7)(C) did not convey that she and CDR Armstrong were standing side by side when the probe was being seated, rather at one point in the UNREP she leaned over to look at the probe and that was when the comment was made). [Encl 3]

29. On separate occasion (b) (6), (b) (3) (B), (b) (7)(C) mentioned to CDR Armstrong that she was going shopping for clothing for deployment. (b) (6), (b) (3) (B), (b) (7)(C) alleges CDR Armstrong told her to "buy a purple dress because purple is his favorite color." [Encl 10]

30. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong made this comment multiple times on multiple occasions. [Encl 11]

31. (b) (6), (b) (3) (B), (b) (7)(C) states she told CDR Armstrong his comments were inappropriate. [Encl 10]

32. CDR Armstrong states that while he likes purple and could have said something similar to the comment above, he does not believe he made multiple statements. [Encl 3]

33. CDR Armstrong does not remember (b) (6), (b) (3) (B), (b) (7)(C) telling him the comment was inappropriate. [Encl 3]

34. (b) (6), (b) (3) (B), (b) (7)(C) also alleges after she briefs CDR Armstrong, she sees his eyes go "straight to her behind;" which she characterizes as "checking her out." [Encl 10]

35. (b) (6), (b) (3) (B), (b) (7)(C) states she has felt uncomfortable around CDR Armstrong due to the sexual nature of his comments and behavior. [Encl 10]

36. (b) (6), (b) (3) (B), (b) (7)(C) approached the XO, (b) (3) (B), (b) (6), (b) (7)(C), to discuss her concern about these comments. [Encl 10, 11]

37. The XO states he talked to CDR Armstrong about the situation. [Encl 4]

38. (b) (6), (b) (3) (B), (b) (7)(C) perceives improvement since the XO addressed the situation with CDR Armstrong. [Encl 10, 11]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

(b) (6), (b) (3) (B), (b) (7)(C) ALLEGATIONS OF SEXUAL HARASSMENT

39. While on watch, (b) (6), (b) (3) (B), (b) (7)(C) was adjusting monitor settings at sunrise. She states she told CDR Armstrong, who was sitting in his bridge chair, that she needed to adjust the ASTABS monitor on the other side of his bridge chair. [Encl 24, 53 (pictures)]

40. (b) (6), (b) (3) (B), (b) (7)(C) told CDR Armstrong she did not want to invade his personal space. She states his response was she "was skinny and could make it" to adjust the monitor while he remained seated. [Encl 24, 53 (pictures)]

41. (b) (6), (b) (3) (B), (b) (7)(C) states she was very embarrassed and told CDR Armstrong she did not want to do that. [Encl 24]

42. (b) (6), (b) (3) (B), (b) (7)(C) states she had to place herself between CDR Armstrong's knees and reach over CDR Armstrong to adjust the monitor. [Encl 24, 53 (pictures)]

43. (b) (6), (b) (3) (B), (b) (7)(C) indicates CDR Armstrong's knees were on either side of her. [Encl 24]

44. Although the ASTABS switch (or FIDDLE board) is within easy reach of the CO while seated in his chair, (b) (6), (b) (3) (B), (b) (7)(C) alleges CDR Armstrong did not offer to adjust the monitor or to move from the chair so she could. [Encl 24]

45. (b) (6), (b) (3) (B), (b) (7)(C) was on the bridge when this occurred and corroborates (b) (6), (b) (3) (B), (b) (7)(C) version of this incident. [Encl 8]

46. (b) (6), (b) (3) (B), (b) (7)(C) states that later that morning, CDR Armstrong asked her if she wanted to get in that position again. [Encl 24]

47. (b) (6), (b) (3) (B), (b) (7)(C) states she never directly told CDR Armstrong his comments were inappropriate for fear of retribution and not wanting to lose her good standing with CDR Armstrong. [Encl 24]

48. CDR Armstrong states he does not remember challenging (b) (6), (b) (3) (B), (b) (7)(C) to reach over him. [Encl 3]

49. CDR Armstrong states (b) (6), (b) (3) (B), (b) (7)(C) did not say anything about personal space. [Encl 3]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

50. CDR Armstrong acknowledges (b) (6), (b) (3) (B), (b) (7)(C) reaching over him.
[Encl 3]

51. CDR Armstrong denies making a comment asking her to get in
that position again later. [Encl 3]

52. (b) (6), (b) (3) (B), (b) (7)(C) alleges that during a recent port visit CDR
Armstrong said: "One of you ladies has to come out with me
tonight; I have to corrupt one of you." [Encl 8, 24]

53. CDR Armstrong denies the comments and states he is not
prone to make a comment like that. [Encl 3]

54. (b) (6), (b) (3) (B), (b) (7)(C) believes her quals would have been put at risk
if she told him she was uncomfortable due to his comments. [Encl
24]

(b) (6), (b) (3) (B), (b) (7)(C)

ALLEGATION OF SEXUAL HARASSMENT

55. (b) (6), (b) (3) (B), (b) (7)(C) reports that while in port Gaeta, Italy in October
she was wearing civilian liberty attire when CDR Armstrong
looked at her in way that she describes as "she was something to
eat". [Encl 23]

56. CDR Armstrong denies this allegation. [Encl 3]

57. (b) (6), (b) (3) (B), (b) (7)(C) also states CDR Armstrong saw a (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) and asked if she had other (b) (6), (b) (7)(C); she responded,
"yes, Sir." [Encl 23]

58. (b) (6), (b) (3) (B), (b) (7)(C) reports (b) (6), (b) (3) (B), (b) (7)(C) was in the vicinity during this
conversation and noted CDR Armstrong's comment was
inappropriate. [Encl 23]

59. (b) (6), (b) (3) (B), (b) (7)(C) reports a few days after the port visit and while
underway she was delivering something to CDR Armstrong's inbox.
She alleges CDR Armstrong allegedly raised the topic (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) again and (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) [Encl 23]

60. (b) (6), (b) (3) (B), (b) (7)(C) was offended by CDR Armstrong's questions about (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) [Encl 23]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

61. (b) (6), (b) (3) (B), (b) (7)(C) thought CDR Armstrong's questions about (b) (6), (b) (7)(C) were inappropriate. [Encl 23]

62. (b) (6), (b) (3) (B), (b) (7)(C) reported both incidents to the CMC and informed him she felt uncomfortable with the way CDR Armstrong looked at her and his questioning of (b) (6), (b) (7)(C). [Encl 5, 23]

63. CMC reported these incidents to (b) (3) (B), (b) (6), (b) (7)(C), CO at the time. (b) (3) (B), (b) (6), (b) (7)(C) said he would discuss it with CDR Armstrong, who was serving as XO. [Encl 5]

64. Separately, (b) (3) (B), (b) (6), (b) (7)(C) states (b) (6), (b) (3) (B), (b) (7)(C) reported feeling uncomfortable because CDR Armstrong looked at her behind. [Encl 4]

65. (b) (6), (b) (3) (B), (b) (7)(C) did not address the issue with CDR Armstrong because he was not comfortable raising the issue with him. [Encl 4]

66. CDR Armstrong acknowledges noticing a (b) (6), (b) (7)(C) on (b) (6), (b) (3) (B), (b) (7)(C) and commenting on it. [Encl 3]

67. CDR Armstrong states he does not recall asking (b) (6), (b) (3) (B), (b) (7)(C) additional questions about (b) (6), (b) (7)(C), but acknowledges he may have. (Investigator's note: during the interview CDR Armstrong mentioned (b) (6), (b) (7)(C) The investigative team did not reveal the existence of the (b) (6), (b) (7)(C) to CDR Armstrong. The most likely way for CDR Armstrong to have that knowledge would have been through the conversation reported by (b) (6), (b) (3) (B), (b) (7)(C)). [Encl 3]

68. CDR Armstrong states neither CMC nor XO have previously addressed these allegations with him. [Encl 3]

(b) (6), (b) (3) (B), (b) (7)(C)

ALLEGATION OF SEXUAL HARASSMENT

69. (b) (6), (b) (3) (B), (b) (7)(C) recalls an incident where she made a mistake while on watch on the bridge. She reports CDR Armstrong asked her; "what do you think will happen if you do that again?" She replied that it probably would not go well for her. CDR Armstrong then shined his laser pointer at his boot saying "you see right here?" (b) (6), (b) (3) (B), (b) (7)(C) questioned, "You are going to put your boot up my ass?" He said "I am going to put it right

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

there" then he shined his laser pointer on (b) (6), (b) (3) (B), (b) (7)(C) behind.
[Encl 8]

70. (b) (6), (b) (3) (B), (b) (7)(C) states she felt this action by CDR Armstrong was
demeaning. [Encl 8]

71. CDR Armstrong states he may have said "boot up your ass"
but he did not point a laser pointer towards (b) (6), (b) (3) (B), (b) (7)(C). [Encl
3]

COMMAND CLIMATE

72. In early 2011, in the admin office on board, CDR Armstrong
allegedly made a comment to two crewmembers, (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C)
that he "(b) (6), (b) (7)(C)." [Encl
2]

73. "(b) (6), (b) (7)(C)" is a derogatory term for a (b) (6), (b) (7)(C) female. [Encl
2, 6, 25, 40]

74. "(b) (6), (b) (7)(C)" was believed to reference (b) (6), (b) (3) (B), (b) (7)(C) or (b) (6), (b) (3) (B), (b) (7)(C)
[Encl 10, 12, 25, 26, 31, 39]

75. (b) (6), (b) (3) (B), (b) (7)(C) states she spoke to CDR Armstrong about him
calling her "(b) (6), (b) (7)(C)." He told her he did not make the
comment. [Encl 10]

76. The two enlisted personnel who heard CDR Armstrong's "(b) (6), (b) (7)(C)"
(b) (6), (b) (7)(C) comment were uncomfortable. [Encl 25, 40]

77. Many officers, Chiefs, and Sailors on board the ship have
heard rumors about the use of the term "(b) (6), (b) (7)(C)". [Encl 2, 6,
10, 31, 32, 39, 40, 42]

78. (b) (6), (b) (3) (B), (b) (7)(C) wrote a note for CDR Armstrong's suggestion box
regarding the inappropriate nature of the "(b) (6), (b) (7)(C)"
comment. [Encl 25, 31, 32, 68, 72]

79. CDR Armstrong denies using the term "(b) (6), (b) (7)(C)." [Encl 3]

80. CDR Armstrong states no one has ever approached him about
using the term "(b) (6), (b) (7)(C)." [Encl 3]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

81. (b) (6), (b) (3) (B), (b) (7)(C) states that while serving as CDR Armstrong's driver while in port in (b) (6), (b) (7)(C), he and CDR Armstrong went to dinner at a bar (b) (6), (b) (7)(C). [Encl 29]

82. (b) (6), (b) (3) (B), (b) (7)(C) states that during dinner, CDR Armstrong discussed a couple of female junior officers from the ship; and recalls CDR Armstrong referring to (b) (6), (b) (3) (B), (b) (7)(C) as "(b) (6), (b) (7)(C) (b) (6), (b) (3) (B), (b) (7)(C)". [Encl 29]

83. (b) (6), (b) (3) (B), (b) (7)(C) was very upset for allegedly being referred to as "(b) (6), (b) (7)(C) (b) (6), (b) (3) (B), (b) (7)(C)" by CDR Armstrong. She believed it inappropriate that her Commanding Officer would refer to her in such a way, especially to a fellow junior officer. [Encl 8, 24, 29]

84. CDR Armstrong denies the allegation. [Encl 3]

85. (b) (6), (b) (3) (B), (b) (7)(C) made a mistake while on the bridge during a passenger transfer. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong said "he would have to slap her for that." He would have to "(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)" and he said that would be "ok, they would understand if I had to use (b) (6), (b) (7)(C) to put you back in place." [Encl 8]

86. (b) (6), (b) (3) (B), (b) (7)(C) thought this statement was inappropriate because there was a SN standing next to her on the bridge. [Encl 8]
(Investigator's note: (b) (6), (b) (3) (B), (b) (7)(C) was unable to identify the SN allegedly standing on the bridge).

87. CDR Armstrong states he did not say he would slap her with his "(b) (6), (b) (7)(C)" and that he has never used that term. [Encl 3]

88. (b) (6), (b) (3) (B), (b) (7)(C) alleges CDR Armstrong said he is not worried about "(b) (6), (b) (7)(C)" because "(b) (6), (b) (7)(C)". [Encl 2, 6]

89. CDR Armstrong denies the allegation. [Encl 3]

90. In the (b) (6), (b) (7)(C) timeframe a comment was placed in the CO's suggestion box stating something to the effect of "the CO should stop fucking (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C)". [Encl 6, 11, 13, 18]

91. The CMC describes CDR Armstrong's reaction to the comment as angry and defensive. [Encl 5]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

92. This comment upset both (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C).
[Encl 6, 11, 13]

93. (b) (6), (b) (3) (B), (b) (7)(C) states she asked CDR Armstrong if he had seen the comment and he said he had seen it and that it was gone (implying that he threw the comment away). [Encl 11]

94. CDR Armstrong characterizes the comment as an allegation in the CO's suggestion box about something with (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C).
(b) (6), (b) (3) (B), (b) (7)(C) CDR Armstrong claims he does not remember what it said.
[Encl 3]

95. (b) (3) (B), (b) (6), (b) (7)(C) (b) (6), (b) (3) (B), (b) (7)(C), and the former (b) (6), (b) (3) (B), (b) (7)(C)
(b) (6), (b) (3) (B), (b) (7)(C) attended an officer exchange with a French Navy ship as representatives of USS THE SULLIVANS. [Encl 24]

96. During the event, (b) (3) (B), (b) (6), (b) (7)(C) asked (b) (6), (b) (3) (B), (b) (7)(C) if all the female officers on board were as pretty as she was.
[Encl 24]

97. After the visit, the XO related the above story to CDR Armstrong. [Encl 24, 75]

98. (b) (6), (b) (3) (B), (b) (7)(C) reports CDR Armstrong responded to the story: "why do you think I sent her over there? You think I was going to send (b) (6), (b) (3) (B), (b) (7)(C)?" [Encl 24]

99. (b) (6), (b) (3) (B), (b) (7)(C) was offended. She thought she was chosen to represent THE SULLIVANS because she is a good officer, not because of her looks. [Encl 24]

100. CDR Armstrong notes he may have stated he sent (b) (6), (b) (3) (B), (b) (7)(C) to the French ship because she was pretty but he did not make any statements about not sending (b) (6), (b) (3) (B), (b) (7)(C). [Encl 3]

101. CDR Armstrong states he has never made a comment about (b) (6), (b) (3) (B), (b) (7)(C) appearance. [Encl 3]

102. (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) have heard CDR Armstrong refer to female officers as "his ladies" or "his ladies of the Wardroom." [Encl 8, 24]

103. (b) (6), (b) (3) (B), (b) (7)(C) reports CDR Armstrong makes comments about how he likes having so many ladies in the wardroom. [Encl 8]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

104. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong said he wanted a "picture of his ladies for his memories, the ladies of the wardroom." This occurred in the wardroom in the presence of other officers. [Encl 35]

105. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong wanted to take a photo for the Cruise Book with all "his ladies." [Encl 8, 24]

106. (b) (6), (b) (3) (B), (b) (7)(C) is offended by this because she believes she should be considered an officer, not a female nor a female officer, just an officer. [Encl 24]

107. CDR Armstrong states he does not use the term "my ladies" to refer to the female officers on board the ship, but understands how offense could be taken to using the term "my ladies." [Encl 3]

108. CDR Armstrong does not recall saying he wanted a photo with "his ladies." [Encl 3]

109. Officers, Chiefs, and Sailors believe CDR Armstrong gives preferential treatment to certain people on board the ship. [Encl 8, 12, 24, 37]

110. There is a perception that CDR Armstrong spends long periods of time in his office with enlisted females. (b) (6), (b) (3) (B), (b) (7)(C), and (b) (6), (b) (3) (B), (b) (7)(C) have been seen alone in the CO's office on several occasions. [Encl 4, 5, 6, 26, 32, 33]

111. (b) (6), (b) (3) (B), (b) (7)(C) states that, in (b) (6), (b) (7)(C) she visited CDR Armstrong's office approximately 10 times per month, often for lengthy visits of 20 minutes or more. During those visits the door was always open. [Encl 76]

112. CDR Armstrong reports (b) (6), (b) (3) (B), (b) (7)(C) visited his office a total of approximately 5-8 times during (b) (6), (b) (7)(C) [Encl 79]

113. (b) (6), (b) (3) (B), (b) (7)(C) states she and CDR Armstrong discussed many topics, including her next duty station, the status of a request chit, and the challenges of being a single parent. During one of these conversations, (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong asked if she wanted to meet for a drink when he was in town for the football game he planned to attend. [Encl 76]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

114. (b) (6), (b) (3) (B), (b) (7)(C) reports that during the discussion about her request chit to get qualified, CDR Armstrong said something to the effect of: "what if I told you I don't want you to stand this watch?" (b) (6), (b) (3) (B), (b) (7)(C) replied that she would accept that because "you are the Commanding Officer." She states she also said: "You're the Commanding Officer and anything you say - I'll put a smile on my face and carry on." She concludes that CDR Armstrong said: "Anything? I'll have to file that away for later." (b) (6), (b) (3) (B), (b) (7)(C) reports she believed this innuendo to be sexual in nature. [Encl 76]

115. (b) (6), (b) (3) (B), (b) (7)(C) states that during other visits there were detailed discussions about the (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) CDR Armstrong was (b) (6), (b) (7)(C) about (b) (6), (b) (7)(C) (b) (6), (b) (3) (B), (b) (7)(C) stated she felt these conversations were inappropriate. [Encl 76]

116. (b) (6), (b) (3) (B), (b) (7)(C) also states CDR Armstrong asked questions regarding (b) (6), (b) (7)(C) This conversation occurred during an MWR sponsored tour to a winery. She states CDR Armstrong made inappropriate comments about the (b) (6), (b) (7)(C) [Encl 76]

117. CDR Armstrong reports he does not recall asking questions about (b) (3) (B), (b) (6), (b) (7)(C) and that he did not have any conversations about (b) (6), (b) (3) (B), (b) (7)(C) personal appearance. CDR Armstrong also reports his only questions regarding (b) (6), (b) (7)(C) were to make sure proper arrangements were made; i.e., that she had someone to pick her up, care for her (b) (6), (b) (7)(C) etc. [Encl 79]

118. Following (b) (6), (b) (7)(C), (b) (6), (b) (3) (B), (b) (7)(C) emailed CDR Armstrong, informed him that she "had (b) (6), (b) (7)(C)," that she was "in a great mood," and the outcome was successful. [Encl 81]

119. (b) (6), (b) (3) (B), (b) (7)(C) describes one incident where she saw (b) (6), (b) (3) (B), (b) (7)(C) in the CO's office "laughing and swinging her legs" in the chair as she talked to the CO. (b) (6), (b) (3) (B), (b) (7)(C) described the incident as weird and unprofessional. [Encl 26]

120. (b) (6), (b) (3) (B), (b) (7)(C) has been discharged from the Navy and was interviewed via telephone. She described CDR Armstrong as her "mentor" and states she met with CDR Armstrong 4-5 times in his office and the door was always open and CDR Armstrong never acted inappropriately towards her. [Encl 80]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

121. The CMC notes that (b) (6), (b) (3) (B), (b) (7)(C) talked to him about the perception among the crew of a third class petty officer (b) (6), (b) (3) (B), (b) (7)(C), being in CDR Armstrong's office for long periods of time. [Encl 5] (Note from IO: Multiple attempts to contact (b) (6), (b) (3) (B), (b) (7)(C) were unsuccessful during her TAD away from the ship).

122. The female head is located across the passageway from CDR Armstrong's office and the line to conduct business with the CO forms outside the female head door. Attached enclosures depict the location and layout of the female head. [Encl 2, 51, 52]

123. Female officers are uncomfortable with the location of the female officers' head because they have to transit between the head and their staterooms in their bathrobes to shower. [Encl 2, 3, 4, 6, 12, 20, 24, 26]

124. The female officers requested the doors between the female head and the CO's cabin be shut. [Encl 2, 3, 4, 6, 10, 24, 26]

125. (b) (6), (b) (3) (B), (b) (7)(C) was informed of the request and directed closing the doors. [Encl 2, 4, 6, 24]

126. CDR Armstrong became very angry and ordered the doors be re-opened. [Encl 3, 4, 5, 10, 24, 26, 67]

127. CDR Armstrong states he was concerned that as a new CO closing the doors would be perceived as isolating himself from his crew. [Encl 3, 4, 5, 12, 24, 26]

128. CDR Armstrong notes he did three things to rectify the concern over the female head. First, the officers no longer had to keep their stateroom doors open all day (practice initiated by (b) (3) (B), (b) (6), (b) (7)(C), the prior CO). Second, CDR Armstrong notes he does not open his door until 0700 and the first meeting will not be until 0715. Third, CDR Armstrong ordered the line to his office to form in a location around the corner from the female head. The CO also states that he lets people sit in his office so there is no line outside the door. [Encl 3]

129. CDR Armstrong also notes that he was the third CO in his time on board and there was never such a request before. He notes both (b) (3) (B), (b) (6), (b) (7)(C) and (b) (3) (B), (b) (6), (b) (7)(C) left their door open and it was never a problem. [Encl 3]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

130. CDR Armstrong states that no one brought the issue back up to him, but he can shut the doors. He referred to it as an "easy win." [Encl 3]

131. There is a perception that CDR Armstrong favors female officers over male officers. [Encl 6, 8, 10, 12, 24, 26]

132. There is a common perception on the ship that CDR Armstrong is not consistent in what his expectations are and that his attitude is dependent on his mood. [Encl 4, 5, 6, 11, 14, 20, 26, 49]

133. CDR Armstrong believes he clearly defines his standards. [Encl 3]

EXECUTIVE OFFICER - (b) (3) (B), (b) (6), (b) (7)(C)

134. (b) (6), (b) (3) (B), (b) (7)(C) describes CDR Armstrong as intimidating and as having a sense of entitlement. [Encl 4]

135. (b) (6), (b) (3) (B), (b) (7)(C) states when CDR Armstrong is criticized he is "very skillful" at directing the criticism to someone else. The XO states CDR Armstrong does not accept blame and he is manipulative. [Encl 4]

136. (b) (6), (b) (3) (B), (b) (7)(C) has talked to CDR Armstrong about the "culture of fear" on board. The XO states he has been directed by CDR Armstrong to "beat up" the DHs and when CDR Armstrong finds out that the XO coaches them instead of berating them, he becomes angry. The XO's response has been to tell CDR Armstrong his delivery is different than CDR Armstrong's, "you crush them and I don't". [Encl 4]

137. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong makes very personal comments to officers on the ship, calling them "fucking idiots/dipshits". [Encl 4]

138. (b) (6), (b) (3) (B), (b) (7)(C) states many officers underperform on the ship because of the environment. The XO's first week on board he states he saw CDR Armstrong verbally decimate all the Department Heads. [Encl 4]

139. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong's expectations are unclear with no direction. [Encl 4]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

140. (b) (3) (B), (b) (6), (b) (7)(C) does not think the environment on the ship is conducive to teaching personnel how to do their jobs. [Encl 4]

141. (b) (3) (B), (b) (6), (b) (7)(C) feels CDR Armstrong undermines his authority. [Encl 4]

COMMAND MASTER CHIEF - (b) (3) (B), (b) (6), (b) (7)(C)

142. CDR Armstrong berates the department heads. [Encl 4, 5, 31, 32]

143. CDR Armstrong undermines the department heads authority. [Encl 5, 31]

144. CDR Armstrong undermines the CMC's authority. [Encl 5, 31]

145. CDR Armstrong berates and belittles officers, often in the presence of others, including junior enlisted sailors. [Encl 5, 6, 31, 33]

146. The CMC describes CDR Armstrong's personality as "kind of childish." CMC states if he knew CDR Armstrong was in a bad mood, he would tell sailors not to bring certain chits to CDR Armstrong to prevent arbitrary denial. [Encl 5]

147. The CMC states that CDR Armstrong is described as a "bully" by the Wardroom. The CMC does not know if he would describe CDR Armstrong as a "bully," but he would describe him as hard. [Encl 5]

148. (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) describe CDR Armstrong as a "bully." [Encl 37, (b) (6), (b) (3) (B), (b) (7)(C) emails]

149. (b) (6), (b) (3) (B), (b) (7)(C) reports CDR Armstrong would approach a junior officer on watch and ask others on the bridge if he should pass or fail the officer for their SWO board. The CO would also ask junior Sailors on watch to talk about the officer in front of them. (b) (6), (b) (3) (B), (b) (7)(C) believes this was done in an effort to belittle the officer. [Encl 33]

150. (b) (6), (b) (3) (B), (b) (7)(C) reports CDR Armstrong threatened to cancel her SWO board if she approved a chit for one of her Sailors to stand a watch for a qualification. [Encl 2, 6, 33]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

151. (b) (6), (b) (3) (B), (b) (7)(C) states that she felt her Sailor, (b) (6), (b) (3) (B), (b) (7)(C), deserved the chance to stand the watch so she approved the chit and would not change her decision. [Encl 33]

152. (b) (6), (b) (3) (B), (b) (7)(C) states it took her longer to get her SWO board but she refused to change her approval on the chit. (Investigating Officer's note: (b) (6), (b) (3) (B), (b) (7)(C) was eventually able to stand the watch. After this occurred, (b) (6), (b) (3) (B), (b) (7)(C) was one of the Sailors seen frequently in CDR Armstrong's office alone with the CO). [Encl 33]

153. (b) (6), (b) (3) (B), (b) (7)(C) states after missing a deadline for a CASREP, CDR Armstrong told him "your admin is a reflection of you and your admin is fucking garbage." [Encl 38]

154. (b) (6), (b) (3) (B), (b) (7)(C) does not believe he is working in a safe and healthy environment on the ship; stating "if I get through the day without CDR Armstrong trying to threaten to fire me, take my letter, or cancel my SWOS school, then it is a good day." [Encl 38]

155. (b) (6), (b) (3) (B), (b) (7)(C) describes CDR Armstrong's personality as very intense and coming off sometimes as cruel. She states he has humiliated his department heads in front of the CPO Mess and junior enlisted sailors and did not appear to know where the line should be drawn. [Encl 32]

156. (b) (3) (B), (b) (6), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) relate that during a meeting with CDR Armstrong, CDR Armstrong said to (b) (6), (b) (3) (B), (b) (7)(C), "You are letting fucking (b) (6), (b) (7)(C) lead the group" or that he was "going to put his foot in his (b) (6), (b) (7)(C)." [Encl 4, 36]

157. (b) (3) (B), (b) (6), (b) (7)(C) said this bothered him because CDR Armstrong said it at least three times. [Encl 4]

158. (b) (6), (b) (3) (B), (b) (7)(C) states (b) (3) (B), (b) (6), (b) (7)(C) talked to him about the comment and asked if he was offended. [Encl 36]

159. (b) (6), (b) (3) (B), (b) (7)(C) thought that for the tone of the meeting the comment wasn't an appropriate comment but that he was not offended. [Encl 36]

160. (b) (3) (B), (b) (6), (b) (7)(C) did not talk to CDR Armstrong about the (b) (6), (b) (7)(C) comment. [Encl 4]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

161. When the officers are on watch, they are hesitant to call the Captain and report things because it is believed you cannot bring bad news to CDR Armstrong. [Encl 4, 5, 6]

162. On 16 April 2012, upon arrival on board USS THE SULLIVANS, the Investigating Officer gave CDR Armstrong a direct order not to discuss or interfere in any way with the investigation. [Encl 73, 74]

163. (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) were present when the Investigating Officer gave this order to CDR Armstrong. [Encl 73, 74]

164. (b) (3) (B), (b) (6), (b) (7)(C) states that CDR Armstrong spoke to him about the investigation, stating "he believes he knew who filed the IG complaint." [Encl 4]

165. (b) (3) (B), (b) (6), (b) (7)(C) advised CDR Armstrong that he could not do anything if that individual initiated the complaint. CDR Armstrong replied that he would not do anything. [Encl 4]

166. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong spoke to her about the investigation after she was interviewed. [Encl 11]

167. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong told her that "he knows why the investigating team is here and, based on all the females interviewed, he thinks it is a sexual harassment complaint." [Encl 11]

168. (b) (6), (b) (3) (B), (b) (7)(C) states that CDR Armstrong asked her: "Do they have information about..." and CDR Armstrong used hand gesture to motion between himself and (b) (6), (b) (3) (B), (b) (7)(C); implying he wanted to know if the investigative team asked questions about his interactions with (b) (6), (b) (3) (B), (b) (7)(C). [Encl 11]

169. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong also told her he knew who submitted the IG Complaint. [Encl 11]

170. CDR Armstrong denies these allegations. [Encl 3]

171. (b) (6), (b) (3) (B), (b) (7)(C) told the individual suspected by CDR Armstrong of filing the IG Complaint out of concern for potential retribution. [Encl 7, 11]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

172. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong called her into his office before she was interviewed and told her that he had been hard on her but that she was doing a good job and would be fine with her getting her qualifications. [Encl 27]

173. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong has always been negative toward her and had never shown concern for her before. [Encl 27]

174. CDR Armstrong acknowledges he spoke to (b) (6), (b) (3) (B), (b) (7)(C) about her qualifications. [Encl 3]

175. (b) (6), (b) (3) (B), (b) (7)(C) reports that after she was interviewed by the investigating team, CDR Armstrong asked her to his office. (b) (6), (b) (3) (B), (b) (7)(C) states he asked her "if she met with the investigating team and said he hoped that they (the investigators) weren't too rough on her." [Encl 27]

176. CDR Armstrong admits inquiring about (b) (6), (b) (3) (B), (b) (7)(C) welfare after the interview but states he did not ask questions about the investigation. [Encl 3]

177. (b) (6), (b) (3) (B), (b) (7)(C) states that, before the investigating team met with her, she had a courteous conversation with CDR Armstrong about her health and job performance. She states CDR Armstrong thanked her for a turnaround in the performance of the admin office and spoke to her (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) CDR Armstrong. The case was dismissed at XO1 and CDR Armstrong commented to her that "he wouldn't have taken her to mast." [Encl 25]

178. (b) (6), (b) (3) (B), (b) (7)(C) believes this conversation was strange because it is out of character with her typical interactions with CDR Armstrong. [Encl 25]

179. CDR Armstrong stated he did not talk to anyone about the investigation but inquired how people were doing. [Encl 3]

ALLEGATIONS OF FAILURE TO COMPLY WITH REPORTING REQUIREMENTS

180. The complaint alleges CDR Armstrong failed to release SITREPs or advise his operational and administrative ISICs of

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

assaults that occurred on board USS THE SULLIVANS, despite being advised to do so. Findings of fact 181-193 establish the context in which the (b) (3) (B), (b) (6), (b) (7)(C) stopped raising the issue of releasing SITREPS (a SITREP was released for the assault noted in findings of fact 181-193). Findings of fact 194-235 articulate four instances in which SITREPS should have been released but were not. Specifically, the complaint alleges that USS THE SULLIVANS did not release SITREPS for blue-on-blue assaults. [Encl 2]

181. On 6 Jan 12, (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) were involved in a physical altercation on the mess decks. (b) (6), (b) (3) (B), (b) (7)(C) approached (b) (6), (b) (3) (B), (b) (7)(C) and demanded her seat. (b) (6), (b) (3) (B), (b) (7)(C) refused. (b) (6), (b) (3) (B), (b) (7)(C) then physically removed (b) (6), (b) (3) (B), (b) (7)(C) from her seat and a short physical altercation ensued. [Encl 43, 56]

182. Charges against (b) (6), (b) (3) (B), (b) (7)(C) were dismissed at XOI. [Encl 6, 43]

183. After her XOI and during the course of (b) (6), (b) (3) (B), (b) (7)(C) NJP, CDR Armstrong spoke to (b) (6), (b) (3) (B), (b) (7)(C) regarding this incident. [Encl 43]

184. During the course of that discussion, CDR Armstrong repeatedly asked (b) (6), (b) (3) (B), (b) (7)(C) if anyone told her she was sitting in (b) (6), (b) (3) (B), (b) (7)(C) seat. [Encl 43]

185. (b) (6), (b) (3) (B), (b) (7)(C) initially responded that no one had told her she was sitting in (b) (6), (b) (3) (B), (b) (7)(C) seat. [Encl 43]

186. CDR Armstrong asked (b) (6), (b) (3) (B), (b) (7)(C) the same question four or five times. [Encl 43]

187. Ultimately, (b) (6), (b) (3) (B), (b) (7)(C) changed her answer. [Encl 43]

188. (b) (6), (b) (3) (B), (b) (7)(C) felt as if CDR Armstrong wanted her to change her response, even if that answer was false. [Encl 43]

189. (b) (6), (b) (3) (B), (b) (7)(C) stated CDR Armstrong threatened to impose NJP on her if she did not provide the answer CDR Armstrong was looking for. [Encl 43]

190. (b) (6), (b) (3) (B), (b) (7)(C), the (b) (3) (B), (b) (6), (b) (7)(C), later discussed the questioning of (b) (6), (b) (3) (B), (b) (7)(C) with CDR Armstrong and suggested

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

someone in (b) (6), (b) (3) (B), (b) (7)(C) situation could be coerced into lying.
[Encl 6]

191. (b) (6), (b) (3) (B), (b) (7)(C) stated CDR Armstrong then became angry at (b) (6), (b) (3) (B), (b) (7)(C) and threatened to fire (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), (b) (3) (B). [Encl 6]

192. CDR Armstrong does not recall this conversation with (b) (6), (b) (3) (B), (b) (7)(C) [Encl 3]

193. (b) (6), (b) (3) (B), (b) (7)(C) is uncomfortable confronting CDR Armstrong because of his previous (b) (6), (b) (7)(C). [Encl 6]

194. On 21 Jan 12, (b) (6), (b) (3) (B), (b) (7)(C) grabbed (b) (6), (b) (3) (B), (b) (7)(C) and pushed him against a table in the Combat Information Center (CIC) after (b) (6), (b) (3) (B), (b) (7)(C) disobeyed an order and was disrespectful towards (b) (6), (b) (3) (B), (b) (7)(C). [Encl 6, 21, 61, 62]

195. Both (b) (3) (B), (b) (6), (b) (7)(C) and (b) (3) (B), (b) (6), (b) (7)(C) were taken to Captain's Mast. [Encl 61, 62]

196. (b) (6), (b) (3) (B), (b) (7)(C) was charged with violating UCMJ Article 128, Assault consummated by a battery. [Encl 62]

197. (b) (6), (b) (3) (B), (b) (7)(C) was charged with violating multiple articles of the UCMJ, including Article 128, Assault consummated by a battery. [Encl 60, 61]

198. (b) (6), (b) (3) (B), (b) (7)(C) was found guilty of violating UCMJ Article 91 (Disrespect towards a Petty Officer), Article 92 (Failure to obey an order), and (b) (6), (b) (7)(C)

The charge of assault was dismissed by CDR Armstrong and (b) (6), (b) (3) (B), (b) (7)(C) was awarded (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) [Encl 61]

199. At (b) (6), (b) (3) (B), (b) (7)(C) Captain's Mast, the discussion focused on the fact that (b) (6), (b) (3) (B), (b) (7)(C) was (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) had only (b) (6), (b) (7)(C) left on active duty, and should maintain a low profile and retire. [Encl 21]

200. CDR Armstrong dismissed the charge against (b) (6), (b) (3) (B), (b) (7)(C) at Captain's Mast. [Encl 60, 62]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

201. (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) specifically advised CDR Armstrong that the incident between (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) required the release of a SITREP. [Encl 6, 21]

202. CDR Armstrong did not authorize release of a SITREP for the incident involving (b) (6), (b) (3) (B), (b) (7)(C). [Encl 4, 5, 6, 21, 55]

203. A SITREP was not released because CDR Armstrong did not believe that this incident constituted a blue on blue assault because no punches were thrown. However, it was clear that (b) (6), (b) (3) (B), (b) (7)(C) had manhandled (b) (6), (b) (3) (B), (b) (7)(C). [Encl 3, 4, 5]

204. The (b) (3) (B), (b) (6), (b) (7)(C) and (b) (3) (B), (b) (6), (b) (7)(C) stopped raising the issue of releasing SITREPs after CDR Armstrong's reaction to their recommendation to release a SITREP in regards to the (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) incident. [Encl 6, 21]

205. During the second week of January, (b) (6), (b) (3) (B), (b) (7)(C) was involved in an altercation with (b) (6), (b) (3) (B), (b) (7)(C). (b) (6), (b) (3) (B), (b) (7)(C) directed (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (7)(C) to report to cleaning stations. (b) (6), (b) (3) (B), (b) (7)(C) refused and was disrespectful to (b) (6), (b) (3) (B), (b) (7)(C). (b) (6), (b) (3) (B), (b) (7)(C) then slapped (b) (6), (b) (3) (B), (b) (7)(C). [Encl 6, 21, 63, 64]

206. Both (b) (6), (b) (3) (B), (b) (7)(C) and (b) (3) (B), (b) (6), (b) (7)(C) were taken to Captain's Mast on 11 Feb 12. [Encl 60, 63, 64]

207. (b) (6), (b) (3) (B), (b) (7)(C) was charged with violating UCMJ Article 128, Assault consummated by a battery. [Encl 60, 64]

208. (b) (6), (b) (3) (B), (b) (7)(C) was found guilty at Captain's Mast and awarded (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) [Encl 64]

209. (b) (6), (b) (3) (B), (b) (7)(C) was charged with violating UCMJ Article 91 (Disobeying a Petty Officer) and Article 92 (Failure to obey an order). [Encl 63]

210. (b) (6), (b) (3) (B), (b) (7)(C) was found guilty at Captain's Mast and awarded (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) [Encl 63]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

211. CDR Armstrong did not authorize release of a SITREP for the incident involving (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) because CDR Armstrong did not believe this incident constituted a blue on blue assault. [Encl 3, 55]

212. On or about 4 Mar 12, (b) (6), (b) (3) (B), (b) (7)(C) was involved in an altercation with (b) (6), (b) (3) (B), (b) (7)(C) whom he was dating. Upon returning from liberty, (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) got into an argument. During the course of that argument, (b) (6), (b) (3) (B), (b) (7)(C) shoved (b) (6), (b) (3) (B), (b) (7)(C) in the face. After (b) (6), (b) (3) (B), (b) (7)(C) shoved (b) (6), (b) (3) (B), (b) (7)(C) (b) (6), (b) (3) (B), (b) (7)(C) intervened. (b) (6), (b) (3) (B), (b) (7)(C) then proceeded to push (b) (6), (b) (3) (B), (b) (7)(C). [Encl 21, 65]

213. (b) (6), (b) (3) (B), (b) (7)(C) was taken to Captain's Mast on (b) (6), (b) (7)(C) [Encl 60, 65]

214. (b) (6), (b) (3) (B), (b) (7)(C) was charged with violating UCMJ Article 92, Failure to obey an order, and two specifications of violating UCMJ Article 128, Assault consummated by a battery. [Encl 60, 65]

215. (b) (6), (b) (3) (B), (b) (7)(C) was found guilty at Captain's Mast and awarded (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) [Encl 65]

216. CDR Armstrong did not authorize release of a SITREP for the incident involving (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C). [Encl 5, 6, 21, 55]

217. On or about (b) (6), (b) (7)(C) an altercation occurred between (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) during a CBR drill. [Encl 2, 5, 6, 21, 44]

218. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) [Encl 21, 44]

219. (b) (6), (b) (3) (B), (b) (7)(C) responded by punching (b) (6), (b) (3) (B), (b) (7)(C) in the face with closed fists twice, breaking the gas mask (b) (6), (b) (3) (B), (b) (7)(C) was wearing. [Encl 44]

220. (b) (6), (b) (7)(C) (b) (6), (b) (3) (B), (b) (7)(C) witnessed the incident involving (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) [Encl 21, 44]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

221. CDR Armstrong saw (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) with their (b) (6), (b) (7)(C) and began chewing out (b) (6), (b) (3) (B), (b) (7)(C) then described the incident to CDR Armstrong. [Encl 21, 44]

222. CDR Armstrong then spoke individually with (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C) regarding this incident. [Encl 44]

223. After speaking with (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C), CDR Armstrong concluded that this incident was just "horseplay." [Encl 3]

224. Neither (b) (6), (b) (3) (B), (b) (7)(C) nor (b) (6), (b) (3) (B), (b) (7)(C) went to DRB, XOI, or Captain's Mast for this incident. [Encl 5, 6, 21, 60]

225. No SITREP was released regarding the incident involving (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C). [Encl 55]

226. The XO and CMC believed each of the incidents described above triggered a reporting requirement. [Encl 4, 5]

227. The XO and CMC recommended to CDR Armstrong that SITREPs be released for each of these incidents. [Encl 4, 5]

228. (b) (6), (b) (3) (B), (b) (7)(C) states that the day before she executed PCS orders, she reported to CDR Armstrong an allegation of sexual assault by another Sailor. (Investigator's note: (b) (6), (b) (3) (B), (b) (7)(C) would not provide investigators the name of the Sailor who allegedly assaulted her, but did provide CDR Armstrong the Sailor's name. CDR Armstrong informed investigators that (b) (6), (b) (3) (B), (b) (7)(C) reported this incident to him including the identity of the Sailor). [Encl 76]

229. (b) (6), (b) (3) (B), (b) (7)(C) reported the incident to CDR Armstrong because a similar incident with the same Sailor occurred once before. CDR Armstrong did not initiate an investigation. [Encl 76, 79]

230. (b) (6), (b) (3) (B), (b) (7)(C) states she reported the first incident to a Chief on the ship; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) [Encl 76]

231. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong told her he would have a "man to man" discussion about the incident and (b) (6), (b) (3) (B), (b) (7)(C)

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

reports that she was satisfied with that answer because she just wanted someone to keep an eye on the other Sailor. [Encl 76]

232. According to CDR Armstrong, he told the CMC to talk to the Sailor about the issue. The CMC reports CDR Armstrong stated: "We need to watch out for him". [Encl 79]

233. The CMC reports CDR Armstrong told him that "the Sailor was making advances on young sailors," but did not mention the allegation of sexual contact. The CMC counseled the Sailor about his behavior without a full understanding of what [REDACTED] reported to CDR Armstrong. [Encl 77]

234. The XO and CMC feel that CDR Armstrong finds reasons not to report misconduct in order to avoid drawing negative attention to the ship. [Encl 4, 5]

235. CDR Armstrong states he is not reluctant to release SITREPS and thinks he communicates well with the DESRONs. [Encl 3]

ALLEGED ASSAULT [REDACTED]

236. The complaint contains the following allegation: [REDACTED] (b) (6), (b) (7)(C) CDR Armstrong was [REDACTED] (b) (6), (b) (7)(C) after dinner and was clearly acting flirtatious with [REDACTED] (b) (6), (b) (3) (B), (b) (7)(C) [REDACTED] (b) (6), (b) (7)(C) and he walked up behind her and leaned into her and pushed her [REDACTED] (b) (6), (b) (7)(C). He also grabbed at her boatswain's mate gear that she had attached to her belt that was located on her left hip, close to her butt. This is not the first time he has acted flirty towards some of the females [REDACTED] (b) (6), (b) (7)(C) [REDACTED] (b) (6), (b) (7)(C) [Encl 2]

237. [REDACTED] (b) (6), (b) (3) (B), (b) (7)(C) [REDACTED] (b) (6), (b) (7)(C) on [REDACTED] (b) (6), (b) (7)(C) [Encl 3, 16, 19]

238. CDR Armstrong started talking to [REDACTED] (b) (6), (b) (3) (B), (b) (7)(C) [REDACTED] (b) (6), (b) (7)(C). Specifically, CDR Armstrong asked how [REDACTED] (b) (6), (b) (3) (B), (b) (7)(C) and her family were doing after the recent [REDACTED] (b) (6), (b) (7)(C) [REDACTED] (b) (6), (b) (3) (B), (b) (7)(C) [REDACTED] (b) (6), (b) (7)(C). [Encl 3, 16]

239. While standing next to [REDACTED] (b) (6), (b) (3) (B), (b) (7)(C) CDR Armstrong did touch her boatswain's mate gear (i.e., her marlin spike) and make a comment about how sharp [REDACTED] (b) (6), (b) (3) (B), (b) (7)(C) marlin spike was. [Encl 16, 19]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

240. While standing next to (b) (6), (b) (3) (B), (b) (7)(C) CDR Armstrong did poke (b) (6), (b) (3) (B), (b) (7)(C) in her shoulder/arm with his elbow in a joking manner. [Encl 16, 19]

241. CDR Armstrong was not standing behind (b) (6), (b) (3) (B), (b) (7)(C). [Encl 16, 19]

242. (b) (6), (b) (3) (B), (b) (7)(C) states CDR Armstrong did not push her against the wheel. [Encl 16]

243. CDR Armstrong did not rub up against (b) (6), (b) (3) (B), (b) (7)(C). [Encl 16]

244. CDR Armstrong's conduct on (b) (6), (b) (7)(C) did not offend (b) (6), (b) (3) (B), (b) (7)(C) or make her uncomfortable. [Encl 16]

245. (b) (6), (b) (3) (B), (b) (7)(C) did not think CDR Armstrong was flirting with her. [Encl 16]

OPINIONS

I. Integrity

1. CDR Armstrong's denial or failure to recall events on board THE SULLIVANS detailed in this investigation is troubling. Each of the following five incidents has been corroborated by a different subset of two or more individuals on board. The notion that individuals of diverse backgrounds, ranks, and sexes would come together to fabricate an array of complaints against CDR Armstrong is highly improbable. [FOF 10]

a. Reports that CDR Armstrong used the term (b) (6), (b) (7)(C) as a reference to (b) (6), (b) (7)(C) on board THE SULLIVANS are credible. His choice of this language was inappropriate. CDR Armstrong stated that he did not use the term (b) (6), (b) (7)(C) despite the corroboration of two crew members. [FOF 72-80]

b. (b) (6), (b) (3) (B), (b) (7)(C) statement that CDR Armstrong effectively gave her no other option but to maneuver between his legs on the bridge as part of her watch standing duties is credible. The incident was witnessed by another officer. CDR Armstrong's statement that he remembers (b) (6), (b) (3) (B), (b) (7)(C) reaching over him, but that he "does not remember" challenging her to do so is suspect. If the physical interaction between the two was that memorable, the circumstances leading up to the interaction would equally memorable. [FOF 39-51]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

c. CDR Armstrong's repeated inquiries into the nature and location of a female chief petty officer's (b) (6), (b) (7)(C) were overly familiar and unprofessional. Additionally, his inconsistent responses to questions about these inquiries and interactions further demonstrated a lack of candor. CDR Armstrong acknowledged seeing one (b) (6), (b) (7)(C) on (b) (6), (b) (3) (B), (b) (7)(C) and commenting on it. However, he states he "does not recall" but "may have" asked her additional questions about her (b) (6), (b) (7)(C). CDR Armstrong's knowledge of the nature of (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) is inconsistent with his lack of recall. [FOF 55-62 and 66-68]

d. CDR Armstrong's repeated referral to the female officers as "his ladies" was unprofessional. His use of this term detracted from the female officers' ability to earn respect on board the ship. The term's use was corroborated by several individuals in different contexts on board THE SULLIVANS despite CDR Armstrong's denials. [FOF 102-108]

e. CDR Armstrong's lack of recollection when confronted with the comment placed in the command suggestion box that "the CO should stop fucking (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C)," is troubling. While he acknowledged that it contained "something with (b) (6), (b) (3) (B), (b) (7)(C) and (b) (6), (b) (3) (B), (b) (7)(C)," It is hard to imagine he does not recall the substance. Such a vivid comment would likely be memorable to any CO, but especially in this case because the CMC described CDR Armstrong's reaction to the comment card as "angry and defensive," and because CDR Armstrong describes the two females involved as among his best officers. [FOF 90-94]

2. While the incidents that follow below do not share the same level of corroboration as those above, the consistent pattern of demeaning behavior and the diverse nature of individuals coming forward lend an additional level of credibility to the allegations.

a. CDR Armstrong's reference to (b) (6), (b) (3) (B), (b) (7)(C) as (b) (6), (b) (7)(C) (b) (6), (b) (3) (B), (b) (7)(C) is credible. Although not independently corroborated, CDR Armstrong acknowledged that (b) (6), (b) (3) (B), (b) (7)(C) had no reason to lie, and (b) (6), (b) (3) (B), (b) (7)(C) has no reason to seek retaliation against CDR Armstrong. CDR Armstrong's statement was clearly inappropriate. The comment was widely known in the wardroom as attributed to CDR Armstrong, which is unfortunate because (b) (6), (b) (3) (B), (b) (7)(C) is respected as an intelligent and professional officer. [FOF 81-84]

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

b. Several crew members on board THE SULLIVANS, both male and female, allege that CDR Armstrong consistently "checks out" or looks at females aboard the ship in what they believe to be a sexual manner. Because at least 10 individuals made this allegation, I find it to be credible. While it is admittedly difficult to draw a line between a sexual and non-sexual "look" at other people, I note with concern the widespread knowledge of CDR Armstrong's practice, its affect on perceptions and command climate. Additionally, given the number of people, male and female, officer and enlisted, who observed this behavior, CDR Armstrong's denial demonstrates either a lack of candor or a lack of understanding that his behavior has significantly contributed to a command climate hostile to the junior female officers in his wardroom. [FOF 18-19, 34, 55-56]

c. (b) (6), (b) (3) (B), (b) (7)(C) allegation that CDR Armstrong repeatedly told her to "buy a purple dress because purple is his favorite color" is credible. CDR Armstrong acknowledged that he does like purple and he "may have said something like that," and it is consistent with his pattern of behavior. These repeated statements were clearly inappropriate. Further, CDR Armstrong's statement that "he does not think he could have said it multiple times," is suspect. [FOF 29-33]

d. (b) (6), (b) (3) (B), (b) (7)(C) allegation that CDR Armstrong told her he is "not worried about chewing her ass because there is (b) (6), (b) (7)(C)" is consistent with CDR Armstrong's other statements, but was not independently corroborated. CDR Armstrong stated that he did not make this comment. [FOF 88-89]

e. (b) (6), (b) (3) (B), (b) (7)(C) allegation that CDR Armstrong asked her, following the incident of reaching over CDR Armstrong on the bridge, if she "wanted to get in that position again," is consistent with CDR Armstrong's other statements, but was not independently corroborated. CDR Armstrong stated that he did not make this comment. [FOF 46, 51]

f. (b) (6), (b) (3) (B), (b) (7)(C) alleged CDR Armstrong told her, while she was leaning over the side to check the seating of the refueling probe during a RAS, that she should keep leaning because he liked it. This is consistent with CDR Armstrong's statement to (b) (6), (b) (3) (B), (b) (7)(C) discussed above but cannot be independently corroborated. CDR Armstrong denies making the statement, and offered as support that it was not possible for him to make such

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

a comment because he stands in that area and there is only room for one person to look at the probe. CDR Armstrong's conclusion that he could not have made the statement because of space limitations in that area of the ship misses the point. (b) (6), (b) (7)(B), (b) (7)(C)

(b) (6), (b) (3) (B), (b) (7)(C) did not claim to be standing side by side when the alleged comment was made. In addition, CDR Armstrong's assertion is factually incorrect. I stood behind him in this area on the bridge while I was on board THE SULLIVANS. [FOF 25-28]

g. (b) (6), (b) (3) (B), (b) (7)(C) allegation that CDR Armstrong repeatedly asked her questions such as "now that I am taking over soon [as CO], what are my chances?" is consistent with CDR Armstrong's pattern of behavior, but cannot be independently corroborated. CDR Armstrong stated that he "never made the comments and never directly or indirectly asked or told (b) (6), (b) (3) (B), (b) (7)(C) that he wanted to sleep with her." [FOF 21-24]

h. The credibility of (b) (6), (b) (3) (B), (b) (7)(C) allegations of continued inappropriate behavior by CDR Armstrong is enhanced by her raising the issue with the XO. The XO reported that he spoke with the CO about (b) (6), (b) (3) (B), (b) (7)(C) concerns, and (b) (6), (b) (3) (B), (b) (7)(C) reported that the situation improved after this occurred. This causal chain makes it more likely that CDR Armstrong made these comments to (b) (6), (b) (3) (B), (b) (7)(C) [FOF 36-38]

i. The allegation that CDR Armstrong stated he sent (b) (6), (b) (3) (B), (b) (7)(C) over to the French ship because she was pretty, (i.e., "why do you think I sent her over there? You think I was going to send (b) (6), (b) (3) (B), (b) (7)(C)"), is consistent with CDR Armstrong's pattern of behavior, but cannot be independently corroborated. CDR Armstrong acknowledged it is "possible" that he said she was sent to the French ship because she is pretty. [FOF 95-101]

j. (b) (6), (b) (3) (B), (b) (7)(C) allegation that CDR Armstrong told her on the bridge that "he would have to (b) (6), (b) (7)(C) to put [her] back in place," is consistent with CDR Armstrong's pattern of using demeaning language, but cannot be independently corroborated. CDR Armstrong denies making this statement. [FOF 85-87]

k. (b) (6), (b) (3) (B), (b) (7)(C) allegation that CDR Armstrong shined a laser pointer at his boot prior to shining it on (b) (6), (b) (3) (B), (b) (7)(C) behind and saying he was "going to put it right there," is consistent with CDR Armstrong's pattern of behavior, but cannot be independently corroborated. CDR Armstrong acknowledges that

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

he "may have said boot up your ass," but stated he did not do anything with a laser pointer towards her. [FOF 69-71]

1. (b) (6), (b) (3) (B), (b) (7)(C) allegation that CDR Armstrong said "one of you ladies has to come out with me tonight. I have to corrupt one of you," is consistent with CDR Armstrong's pattern of behavior, but cannot be independently corroborated. CDR Armstrong denies making this statement. [FOF 52-53]

II. Command Climate

3. I find the sentiment echoed by several female officers that they want to be treated as naval officers instead of females, and to be recognized for their performance instead of their looks, to be a reflection of poor command climate on board THE SULLIVANS. [FOF 99-101]

4. Officers on board THE SULLIVANS generally perceived that females were treated preferentially. [FOF 109-112, 121]

5. While some female officers perceived that there was no preferential treatment for females, it became clear through this investigation that CDR Armstrong was selective about which female officers he chose to engage in unprofessional ways. Senior, older females, including the (b) (6), (b) (3) (B), (b) (7) were not subjected to demeaning sexual comments or conduct. This targeting of junior officers makes his conduct that much more egregious. [FOF 6-8, 16-18, 20-71, 74-78, 81-121]

6. Officers on board THE SULLIVANS generally perceived that CDR Armstrong frequently demeaned other officers and bullied them. [FOF 134-138, 141-150, 153-156, 191-193]

7. On many occasions, CDR Armstrong's approach to interacting with junior officers was dysfunctional. His firm and stern approach could have been successful, but his choice to pair it with unreasonable and inconsistent expectations compounded problems and failed to develop the talented officers under his charge. [FOF 132-140, 145-161]

a. An officer reported that CDR Armstrong would approach junior officers on watch and ask others on the bridge if the CO should pass or fail the junior officer for their SWO board. The CO would ask the junior sailors to talk about the officer in front of them and belittle them. I find there to be no training

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

value in this approach. It was designed only to humiliate the officer, and adversely affected good order and discipline between enlisted crew members and junior officers. [FOF 149]

8. By contrast, the XO's leadership style of coaching is highly effective and is appreciated by the wardroom. [FOF 136]

9. (b) (5) [REDACTED] (b) (3) (B), (b) (6), (b) (7)(C) had only limited success in changing CDR Armstrong's behavior and he continued to bring difficult issues to CDR Armstrong's attention. Although persistent, over time [REDACTED] (b) (3) (B), (b) (6), (b) (7)(C) became less effective in changing and influencing CDR Armstrong's approach and therefore more selective of the issues he raised with him. Although only on board a relatively short time and in a very challenging situation, [REDACTED] (b) (3) (B), (b) (6), (b) (7)(C) should have been more persistent in raising his concerns with CDR Armstrong. [FOF 4, 36-38, 64-65, 125, 126, 134-141, 156-160, 164, 165, 225-227]

10. CDR Armstrong was overly concerned with being "liked" by junior members of the crew, and regularly engaged them in a joking and familial manner. [FOF 119-121, 239-240]

11. CDR Armstrong focused consistently on the negative aspects of other officers' performance. This approach, when coupled with demeaning language and leadership by fear and intimidation, contributed to an oppressive, hostile command climate. [FOF 16, 69-78, 82-88, 98, 102-108, 134-150, 153-161]

12. CDR Armstrong misused his authority by requiring an officer be routinely assigned on the in-port watchbill to serve as his driver for unofficial duties. [FOF 81]

13. The CMC is an effective leader and is well respected by the crew and officers. [FOF 61-63, 121, 146, 226-227, 233]

III. Failure to Report Assaults

14. CDR Armstrong failed to report at least four incidents on board THE SULLIVANS that required reporting to higher headquarters. In many instances CDR Armstrong acted contrary to the advice of the XO, CMC, [REDACTED] (b) (3) (B), (b) (6), (b) (7)(C) in this regard. Included among these incidents was [REDACTED] (b) (6), (b) (3) (B), (b) (7)(C) report of an alleged sexual assault in mid-April of this year. It appears the CMC and XO were not fully apprised of the allegation

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

by CDR Armstrong and at a minimum CDR Armstrong should have ordered an investigation into the allegation and sought guidance from the DESRON Commander. [FOF 194-235]

IV. Poor Judgment

15. CDR Armstrong's frequent decision to invite or encourage a few individual enlisted females to meet with him privately in his office displays a lapse in judgment for a Commanding Officer. Even more concerning is that he persisted in this behavior despite being advised to the contrary by the current XO and CMC, and by the previous CO. [FOF 110-121]

16. The female officers' request for additional privacy for transiting their stateroom area to the head was not appropriately considered by CDR Armstrong. The request was reasonable, and CDR Armstrong's response demonstrated a lack of sensitivity and judgment. [FOF 122-130]

17. CDR Armstrong's conversations with officers interviewed, despite being warned to the contrary, are concerning. While not directly interfering with the investigation, he appears to circumvent my intent by frequently approaching officers before or after I interviewed them. Their perception that he was trying to glean information inappropriately is consistent with the poor command climate he has created on board THE SULLIVANS. [FOF 162-179]

18. While CDR Armstrong states he cannot remember asking questions about (b) (6), (b) (7)(C) and denies having in-depth discussions about (b) (6), (b) (7)(C) or the appearance of (b) (6), (b) (7)(C) these allegations are consistent with other allegations made by other crew members. In addition, (b) (6), (b) (3) (B), (b) (7)(C) appears comfortable enough in their relationship to send CDR Armstrong a (b) (6), (b) (7)(C) e-mail about the outcome of (b) (6), (b) (7)(C) CDR Armstrong's invitation to (b) (6), (b) (3) (B), (b) (7)(C) for pre-game drinks is also demonstrative of their unduly familiar relationship. Lastly, CDR Armstrong's decision not to investigate and report allegations of sexual assault demonstrates a troubling departure from sound judgment. [FOF 110-119, 228-233]

19. The former Commanding Officer, (b) (6), (b) (3) (B), (b) (7)(C), advised CDR Armstrong regarding being overly stern and avoiding perceived

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

favoritism. CDR Armstrong did not take the steps to avoid this pitfall. [FOF 63]

V. Sexual Assault Allegation

20. The allegation that CDR Armstrong sexually assaulted (b) (6), (b) (7)(C) is unsubstantiated by NCIS. [FOF 236-245]

VI. Conclusion

21. CDR Armstrong's consistent unprofessional behavior and inappropriate comments toward females on board THE SULLIVANS is a clear violation of applicable regulations and is punishable under the UCMJ.

22. I concur with CDR Armstrong's statement that his officers are not vindictive and I find them to be credible. I observed no instances of vindictiveness toward CDR Armstrong throughout the investigation.

23. The officers on board THE SULLIVANS were forthcoming and candid about events with very few exceptions. (b) (5)

(b) (5)

(b) (5)

CDR Armstrong was evasive throughout this investigation.

24. It is deeply disturbing to me that one of the best officers on board, (b) (6), (b) (3) (B), (b) (7)(C), includes inappropriate sexual comments by CDR Armstrong in her list of reasons to leave the Navy.

25. CDR Armstrong failed to treat those under his charge with basic dignity and respect.

RECOMMENDATIONS

1. CDR Armstrong be held accountable at nonjudicial punishment and relieved of command.

2. The XO be issued a letter of instruction for not continuing to address issues with the Commanding Officer or up the chain of command once the futility of approaching the Commanding Officer became apparent. (b) (3) (B), (b) (6), (b) (7)(C) should remain in his position on board (b) (6), (b) (7)(C)

Subj: PRELIMINARY INQUIRY INTO INSPECTOR GENERAL HOTLINE
COMPLAINT OF 9 APRIL 2012 REGARDING ALLEGED MISCONDUCT BY
COMMANDING OFFICER, USS THE SULLIVANS (DDG 68)

3. (b) (5)
(b) (5)

4. The CMC remain on board in his role as CMC (b) (5)
(b) (5)

5. This investigation be forwarded to Commander, Naval Surface Forces, for evaluation and further dissemination into the surface warfare training pipeline. There are lessons here for all navy leaders, but especially commanding officers, executive officers, and senior enlisted leadership. Additionally, I recommend that Commander, Naval Surface Forces, use this incident to highlight fleet-wide the importance of reporting requirements for incidents such as sexual assault.

6. Forward the allegation of unreported sexual assault to NCIS for investigation.

7. The Commanding Officer of USS THE SULLIVANS be directed to review all incidents raised in this investigation and make reports to the chain of command as required.

8. Investigate why the existing CMEO processes in place did not identify deficiencies on board THE SULLIVANS. Tools such as DEOMI surveys, inspections, and other programs are in place to monitor morale and appropriate conduct. Problems on warships should normally be identified by internal processes and not through complaints to the Inspector General. In this case, these internal processes failed to protect the officers and sailors onboard THE SULLIVANS.

9. At the earliest possible opportunity, DESRON FOURTEEN implement and oversee a comprehensive training stand-down covering sexual harassment, leadership and mentoring, and other topics as appropriate.

10. Ensure the CNO's "Charge of Command" is executed by every Commanding Officer and periodically reviewed.

(b) (3) (B), (b) (6), (b) (7)(C)

Captain, U.S. Navy